WHAT IS CLAIMED IS:

1   1.   A method of tracking surplus reduction actions, said method

2   comprising:

3   receiving a surplus reduction action from a user;

4   identifying a user identifier corresponding to the user;

5   and

6   storing the user identifier and data corresponding to the

7   surplus reduction action in a nonvolatile storage

8   area.

1   2.   The method as described in claim 1 further comprising:

2   receiving a digital signature from the user;

3   authenticating the digital signature; and

4   storing the digital signature in the nonvolatile storage

5   area.

1   3.   The method as described in claim 1 wherein the user is an

2   employee and wherein the surplus reduction action includes

3   a surplus acknowledgment.

1   4.   The method as described in claim 3 further comprising:

2   sending the employee a non-compete agreement;

3   receiving a digital signature from the employee

4   corresponding to the non-compete agreement; and

5   storing the employee's digital signature in the nonvolatile

6   storage area.

1   5.   The method as described in claim 4 further comprising:

2   identifying one or more surplus employees that have

3   confidential knowledge of an organization; and

4   writing a non-compete indicator to a non-compete data

5   storage area corresponding to the identified surplus

6   employees, wherein the non-compete agreement is sent

7   to surplus employees in response to the

8   identification.

1   6.   The method as described in claim 5 further comprising:

2   selecting the group of identified surplus employees;

3   analyzing digital signatures received from one or more of

4   the identified surplus employees;

5   determining based on the analysis which of the identified

6   surplus employees have not provided digital signatures

7   in response to non-compete agreements; and

8   sending a reminder notification to the determined group of

9   surplus employees.

1   7.   The method as described in claim 3 further comprising:

2   providing benefits data to the employee in response to

3   receiving the employee's surplus acknowledgement.

1   8.   An information handling system comprising:

2   one or more processors;

3   a memory accessible by the processors;

4   a nonvolatile storage area accessible by the processors;

5   an tracking tool for tracking surplus reduction actions,

6   the tracking tool including:

7   means for receiving a surplus reduction action from a

8   user;

9   means for identifying a user identifier corresponding

10   to the user; and

11   means for storing the user identifier and data
12   corresponding to the surplus reduction action in
13   the nonvolatile storage area.

1   9. The information handling system as described in claim 8
2   further comprising:
3   means for receiving a digital signature from the user;
4   means for authenticating the digital signature; and
5   means for storing the digital signature in the nonvolatile
6   storage area.

1   10. The information handling system as described in claim 8
2   wherein the user is an employee and wherein the surplus
3   reduction action includes a surplus acknowledgment.

1   11. The information handling system as described in claim 10
2   further comprising:
3   means for sending the employee a non-compete agreement;
4   means for receiving a digital signature from the employee
5   corresponding to the non-compete agreement; and
6   means for storing the employee's digital signature in the
7   nonvolatile storage area.

1   12. The information handling system as described in claim 11
2   further comprising:
3   means for identifying one or more surplus employees that
4   have confidential knowledge of an organization; and
5   means for writing a non-compete indicator to a non-compete
6   data storage area corresponding to the identified
7   surplus employees, wherein the non-compete agreement

8   is sent to surplus employees in response to the

9   identification.

1 13. The information handling system as described in claim 12

2   further comprising:

3   means for selecting the group of identified surplus

4   employees;

5   means for analyzing digital signatures received from one or

6   more of the identified surplus employees;

7   means for determining based on the analysis which of the

8   identified surplus employees have not provided digital

9   signatures in response to non-compete agreements; and

10   means for sending a reminder notification to the determined

11   group of surplus employees.

1 14. A computer program product stored in a computer operable

2   media for tracking surplus reduction actions, said computer

3   program product comprising:

4   means for receiving a surplus reduction action from a user;

5   means for identifying a user identifier corresponding to

6   the user; and

7   means for storing the user identifier and data

8   corresponding to the surplus reduction action in the

9   nonvolatile storage area.

1 15. The computer program product as described in claim 14

2   further comprising:

3   means for receiving a digital signature from the user;

4   means for authenticating the digital signature; and

5   means for storing the digital signature in the nonvolatile

6   storage area.

1   16.   The computer program product as described in claim 14

2   wherein the user is an employee and wherein the surplus

3   reduction action includes a surplus acknowledgment.

1   17.   The computer program product as described in claim 16

2   further comprising:

3   means for sending the employee a non-compete agreement;

4   means for receiving a digital signature from the employee

5   corresponding to the non-compete agreement; and

6   means for storing the employee's digital signature in the

7   nonvolatile storage area.

1   18.   The computer program product as described in claim 17

2   further comprising:

3   means for identifying one or more surplus employees that

4   have confidential knowledge of an organization; and

5   means for writing a non-compete indicator to a non-compete

6   data storage area corresponding to the identified

7   surplus employees, wherein the non-compete agreement

8   is sent to surplus employees in response to the

9   identification.

1   19.   The computer program product as described in claim 18

2   further comprising:

3   means for selecting the group of identified surplus

4   employees;

5   means for analyzing digital signatures received from one or

6   more of the identified surplus employees;

7   means for determining based on the analysis which of the

8   identified surplus employees have not provided digital

9   signatures in response to non-compete agreements; and

10   means for sending a reminder notification to the determined

11   group of surplus employees.

1   20. The computer program product as described in claim 16

2   further comprising:

3   means for providing benefits data to the employee in

4   response to receiving the employee's surplus

5   acknowledgement.

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